Inclusion, Diversity, Equity, and Access (IDEA)

Inclusion, Diversity, Equity, and Access was formerly known as the Diversity and Inclusion committee within AFP.

In 2017 the Diversity and Inclusion committee for the Greater Detroit Chapter began working diligently with programs, membership, and directorship to ensure that our focus was inclusive to our members and the Greater Detroit population. During the year we hosted meetings in diverse locations, welcomed members from several new industries, and tackled topics that focused on diversity issues within fundraising.

After some review, AFP International Headquarters (IHQ) changed the focus of this committee and set forth some very specific initiatives focused around mentoring, affinity groups for professionals, and creating a cultural calendar, so that members can add important events within their cultures. These are the very high level goals for AFP as an organization.

This year our chapter will focus on the following:

**2018 Goals & Workgroups**

- Collaboration with all committees to ensure that the focus provides a holistic view of IDEA.
- Host a 2018 IDEA Day.
- Provide table topics for programs that discuss inclusion, diversity, equity, and access.

The Greater Detroit Chapter will be learning and implementing the best practices as set by
IHQ. The mission of the Greater Detroit IDEA committee is to share and update members with relevant and timely outcomes. The goal is to provide opportunities for engagement and inclusion as well as to expose members to the benefits of membership offered by the chapter and IHQ.

Members are welcomed to join the IDEA committee and participate in the workgroups as well as share updates with the membership. Contact MiVida Burrus at mburrus@mosaicdetroit.org to join or learn more.

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**Fisher Fellows & Mentorship AFP Programs - now accepting applications!**

Are you new to the field of fund development? Are you a seasoned fundraising professional with a desire to share your experience? If yes to either, please consider joining the AFP Greater Detroit Chapter's 2018 Mentorship AFP or Marjorie S. Fisher Fellows programs!

**Mentorship AFP** partners new fundraisers with seasoned fundraisers for individualized professional development, guidance, encouragement, and support. Additionally, mentees are invited to participate in six interactive conference calls led by senior level fundraising professionals, and this year’s program will include several opportunities for networking with the cohort.

Here's what past participants say about the program:

> "The opportunity to glean tips and tactics from a seasoned fundraiser was priceless."
>
> "I was matched extremely well with my mentor and I think this was the most beneficial part of the program."
>
> "I want to help make the next generation of fundraisers better."
>
> "I am always grateful to be engaged with fundraising professionals at different points in their careers. It energizes me, and helps me to be a better leader and fund raiser."

The AFP Mentorship program is offered as a benefit of AFP membership - there is no additional cost to participate. If you have questions about the program please contact Helen Starman at hstarman@comcast.net or 734.260.3898.

*Applications are being accepted on-line through March 23, 2018.*

**Mentor applicants please click here.** **Mentee applicants please click here.**

**The Marjorie S. Fisher Fellows Program,** which is supported by the Max M. and Marjorie S. Fisher Foundation, provides a series of educational programs by local experts, and one-on-one mentorship with a seasoned professional.

Take it from a 2017 Fisher Fellow, who says, "As a Fellow, I gained immeasurable knowledge and support from my mentor, and continued to further my understanding of development through chapter-sponsored educational programs. This positive experience and the connections I have made along the way will continue to impact my career well into the future."

Applications are open for the Marjorie S. Fisher Fellows Program, which educates and empowers fundraisers serving the city of Detroit. **For more information and to apply, visit our website [here](#).**
Upcoming Programs

Ethical Standards of Fundraising
March 6, 4:45 - 6:15 PM

An overview of ethical practices in fundraising to ensure that resources are carefully sought and the intent of the donor is honestly fulfilled.

This program is open to all fundraising professionals and Oakland University students; and is hosted by the Association of Fundraising Professionals, OU Collegiate Chapter and sponsored by the AFP Greater Detroit Chapter.

**Speaker**
Rev. Rick Kress, ACFRE
Principal of Kress Consulting and Gift Planning Associates

Oakland University ([campus map](#))
312 Meadow Brook Road - 118 Oakland Center
Lake Michigan Room
Rochester, MI 48309-4454

*There is no cost to attend this program.*

For more information, click [here](#).

**Register Here**

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Save the Date!
Membership Meeting & Program
March 29

**Speaker**
Gary Dembs
President, Founder and Philanthropic Entrepreneur
Non-Profit Personnel Network

*More information and registration coming soon!*

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President's Letter: Get Involved!

As I mentioned last month, becoming involved in the work of chapter committees is a great way to receive more value out of your membership in the AFP Greater Detroit Chapter. It provides access to opportunities that the price of membership can't simply buy: building a powerful network and honing skills you may not have the opportunity to develop in your current role. Most of all, your involvement builds the diverse voice the chapter needs to remain a vital resource for our local fundraising professionals. Check out the opportunities and make contact with chapter leaders [here](#).

Our popular Mentorship AFP and Marjorie S. Fisher Fellows programs are preparing for the annual kick off coming up this spring. It may not seem like it with the weather we have been having lately, but spring is right around the corner. Check out the details in this newsletter and make plans to take advantage of these great opportunities.

Thank you for your support of AFP!
Tricia Brosnahan, CFRE
President, AFP Greater Detroit Chapter
**Diversity Art Showcase**

**Calling All Artists, Poets, and Photographers!**

AFP invites all members everywhere to submit their art and poetry to exhibit at the Diversity Art Showcase at the 55th International Conference on Fundraising, April 15-17, 2018, in New Orleans, LA.

Whether you are a beginner or a seasoned artist or poet, you are warmly invited to participate. Fundraisers are a diverse group - our diversity unites us, making the art showcase even more beautiful and meaningful!


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**The University of Michigan Office of University Development is holding a Detroit Career Chat at the UM Detroit Center!**

This Detroit event provides a unique opportunity to speak with development professionals from throughout our 500-plus community. They represent a wide range of development specific areas, such as fundraising, communications, events, research, stewardship, administrative support and more.

**Location:** The University of Michigan Detroit Center
3663 Woodward Avenue, Suite 150
Detroit, Michigan 48201

**Date:** March 15, 2018

**Time:** 5:30-8:00 p.m. EST

[Register here for the Career Chat](#)

The agenda for the Detroit Career Chat includes:

- Informal networking with UM development professionals eager to speak with you about their own careers and hear about your career aspirations;
- One-on-one resume review tables;
- "Quick Connections" - our own version of speed interviewing.

Please email us at [dev.careers@umich.edu](mailto:dev.careers@umich.edu) if you have any questions! We look forward to seeing you on March 15th.

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**Impact100 Oakland County to Award Large-Scale Grants in 2018**
Impact100 Oakland County, a women's philanthropy organization, will announce its grant availability and open its application cycle in April 2018. In 2017, the organization awarded two $100,500 grants to local non-profits, Beyond Basics and CARE House of Oakland County. This membership-based group funds projects that serve Oakland County in the following focus areas: Arts & Culture, Education, Environment & Recreation, Family and Health & Wellness. Nonprofits are encouraged to consider developing new programs, replicating successful programs, or expanding existing programs that will make a demonstrable impact on the lives of people living in Oakland County. For more information, visit www.impact100oaklandcounty.org or https://www.facebook.com/impact100oc/.

Sponsorship Opportunities are Available for All Programs!

As an AFP Greater Detroit program sponsor, you will show your organization's commitment to cultivating a culture of giving in the region. You will receive sponsorship recognition in front of Southeastern Michigan's not-for-profit leaders. You will also help support AFP Greater Detroit's work in promoting high ethical standards in fundraising, with proceeds dedicated to the chapter's education, scholarship, and diversity programs.

Please contact Rebecca Hepner for more information: Rebecca_Hepner@usc.salvationarmy.org

Job Listings

Have an open position you are looking to fill with a great development professional?

Post your open position to the AFP Greater Detroit Chapter job page and connect to nearly 400 chapter members and their networks of development professionals.

We'll even send your listing out via e-mail to all active AFP Greater Detroit members!

$100 AFP Greater Detroit Members
$200 Non-Members

Want more information? Click here to visit AFP Greater Detroit's job center or contact Paula Durant at PDurant@michiganhumane.org.

A special thank you to Non-Profit Personnel Network for sponsoring AFP- Greater Detroit Chapter's monthly job posting e-mails!
BE the CAUSE... Your Gift Can Make a Difference!

Our chapter can take pride in the fact that 100% of our board has made a gift to the BE the CAUSE Campaign. Passion, purpose and pride not only drive what we do, but why we do it.

My fellow Board members and I invite you to join us by making a gift to the 2018 BE the CAUSE Campaign in support of our chapter and the AFP Foundation for Philanthropy. Your investment in the AFP Foundation for Philanthropy will help support local, national and international programs, such as Diversity & Inclusion, Professional Development, and research.

Please visit www.afpfoundation.org/bethecause to learn more and to donate!

Thank you,
Ryan Dinkgrave, AFP Greater Detroit Board Member

Join AFP Greater Detroit

It's a Great Time to Become a Member!

For 50 years, AFP has been the standard for professionalism in fundraising. Learn more about AFP, its activities and people, and how you can be involved.

To join online, go to www.afp.net.org. For a list of AFP Membership Benefits, click here.

Questions? Call the AFP Membership Department at (800) 666-3863.