

**Like Size Group 5   
AFP LEAD - 2019  
Meeting Notes**

**Governance**

* + How do chapters plan for board and committee succession?
    - Advancement Northwest- one year terms- 3.5 year commitment total
    - DC – Succession planning
      * Include individuals without a title role on the board
      * Develop Survey for current volunteer to help them act as a mentor to the next volunteer
      * Put together a board matrix
      * Bring future leaders into the fold but getting them participate is a challenge
    - Houston- recently built out an engaged committee by creating a communications plan and asking volunteers choose a piece of the plan to take ownership.
      * The plan plays into the Chapter Strategic Plan
      * Get a people involved in the NPD Committee and other bigger roles and then identify people to go into specific roles
      * Everyone’s engaged in trying to move those volunteers up the pipeline
    - Minnesota
      * Encourage members to be members of committees they are passionate about
      * Let people be innovative and creative even on committees that aren’t new
  + How do chapters successfully recruit engaged committee members? How do you transition them into leadership roles?
    - Houston – During the summer the president and presidents elect check in with committee members and share ways to get involved in the fall
      * Gives an opportunity to check in with the board to see how they’re doing
    - Cincinnati Chapter
    - Has a volunteer dedicated to engagement who sits on the board and handles people who are interested in being involved on a committee and filters them out to the board members as needed.

**Membership**

* What are creative ways to attract new members?
  + New York City
    - Has a specific program focused on acquiring large organizational memberships.
    - Member committee focused on identifying the large NPOs in the market and pitching to those members and CEOs the benefits of an organizational membership
    - Package local benefits with the global benefits to help sell the memberships.
  + DC – how do you get a hold of people who leave the large non profit? 
    - Large NPO members- the company pays for membership but they have to pay for education sessions.
      * They say that have no idea when their membership expires, what they get out of.
      * IDEA – reach out to the large NPO members and do a member benefit webinar
    - Houston – large organizational memberships approach the chapter and asked for a part in kind sponsorship to NPD
    - Atlanta
      * Holds a lunch time meeting for all of their NPO members.
      * Invited the leaders who were not part of their membership to become part of the membership
      * As a result they got new members.
    - New Jersey – Young professionals field trip series (information attached)
* Inclusion, Diversity, Equity & Access
  + Strategies to get demographics
    - E-mail the members chapter pushing them to complete their demographics
    - DC – did a raffle and got 800 responses that way
      * Sent out an e-mail to all members including their answers and asking them how they would change them.
    - Chicago – embed same questions in everything you’re doing but it means they have to manage 2 databases.
    - Advancement Northwest - intentionally recruiting a diverse group of candidates to join the board.
    - Houston -highlighting Hispanic Heritage month on social media and celebrate diverse membership.
    - DC – moved into committee recruitment process to help ensure they’re seeking out diverse applicants who are participating in the process
      * Look at diversity and intentionally review those applications.
      * Building a report that’s being handed to the committee so they know their committee make up and how they can change things moving forward.
    - New Faces in Fundraising Program – Cincinnati Chapter
      * 10 month program.
      * Have a paid internship with a local foundation.
      * Give them free one year membership and ask them to connect with a committee.
      * 80% of the graduates so far have stayed in the field.
      * Chapter allocates $20,000 a year towards the program and the chapter felt it was an incredibly important investment to make.
    - Minnesota
      * Implemented IDEA fellowship
        + Free membership.
        + Free education sessions.
        + Announces at NPD.

**Foundation/Scholarships**

* + What is your Be The Cause or Every Member campaign?
    - Houston
      * Spot light members and board members about why they give to Be the Cause.
      * Printed newsletter spotlighting BTC gifts.
      * Use the BTC toolkit.
      * Chapter has grown exponentially
      * Went to a hybrid model where they have an exec director and an association management firm
      * Elevated the position from chapter admin to chapter manager

**Education/Programs**

* + How do you make your education programs appeal to those in different stages of their careers?
    - DC – Has an affinity group specific to senior professionals.
    - Houston – Has senior professionals programing
    - DC - uses free AFP webinars to gather members to watch it together.
    - Dallas – Holds breakfast with philanthropists.
  + Philadelphia - how do you engage mentor program chair? They get burnt out and they have a hard time keeping leadership.
    - Minnesota – task a few strategic priorities to a specific strategic director.

**National Philanthropy Day**

* + What is one change you have made in your NPD program that has helped grow its success?
    - Houston- had more applications in the past few years by making the application easier and revising it.
    - New York City – changed the format to a low priced cocktail reception as an opportunity to celebrate their reception and getting rid of an official NPD.