



AfricAid Seeks Board Member with Professional Fundraising Expertise

AfricAid, a 501(C)(3) organization with a budget of \$1M, is seeking a new Board member to aid the financial growth of our organization so we can deepen and widen our commitment to supporting mentoring programs for girls.

About AfricAid

AfricAid works to improve the standing of women in society through robust, locally-led mentorship initiatives that cultivate confidence, improve academic and health outcomes, and promote socially-responsible leadership skills. In close partnership with our sister organization, GLAMI (Girls Livelihood and Mentorship Initiative), we support mentorship opportunities that help secondary school girls in Tanzania complete their education, develop into confident leaders, and transform their own lives and their communities.

In 2020, AfricAid will support over 6,500 girls through GLAMI's two extracurricular mentoring programs: Kisa Project and Binti Shupavu. Kisa Project is a two-year leadership course that prepares girls in their last two years of secondary school to attend university and create positive social change in their communities. Binti Shupavu is a four-year life skills course for lower secondary school girls covering topics such as study skills, personal leadership, health, and self-confidence with the goal of increasing graduation rates for vulnerable girls.

Why Our Work Matters

A girl's education is often called the world's best investment – and for good reason. Educated girls avoid early pregnancy and child marriage, they earn more money, and raise healthier families. For each additional year of secondary school a girl completes, her earning potential increases by up to 25 percent. And by increasing the share of women with a secondary education by even *one* percentage point, a country can see their average GDP increase by .37 percent.

Yet in Tanzania, only 39 percent of girls are lucky enough to attend school. Those who do face significant financial, cultural, and environmental challenges that can undermine their ability to make the most of their secondary school opportunity, resulting too often in dropout.

Studies have shown that girls in particular can benefit from mentoring, and programs that focus on goal setting and factors of resilience (as ours do) have been shown to be most effective. The mentoring programs we support demonstrate proven results: 98 percent of GLAMI's Binti Shupavu participants (ages 13-18) graduated from lower secondary school in 2019, compared with a national average of 69 percent. 97 percent of Kisa Scholars (ages 17-21) continue on to university, compared with a national average of 3 percent. Alumnae from both programs are more likely to complete school and advance their education, and less likely to become pregnant or be married at an early age. Graduates go on to start their own businesses and hold leadership positions in their communities.

The programs we support create a ripple effect of change, and we have the data to back it up. We've got an extremely compelling story to share with institutions, corporations and individuals with big hearts and deep pockets - but we need the expertise of a talented fundraising professional to identify and pursue our next biggest champions.

About Our Board

AfricAid currently has 11 Board members who are responsible for setting the overall strategic direction of the organization. The Board member we are seeking would provide immediate value to the organization by helping us identify and plot new ways to grow the depth and reach of the funding base that supports our work. With your help, we will use our compelling impact metrics and inspirational stories to bring new

partners and donors to the table to elevate the power of mentorship programs in advancing women's empowerment.

The Board meets five times each year through a combination of in-person meetings and video conversations, as we currently have Board members reaching as far as San Francisco to Denver to Finland. There is also an annual Board retreat in Denver, Colorado, every fall. It is highly desired that the retreat happen in person for all Board members; support can be made available for Board members who cannot afford travel or lodging costs.

When you join our Board, we want to celebrate your arrival! That means we'll ask a lot of questions about your skills, your ideas, your background and your professional and membership affiliations at the beginning of our onboarding process. With your permission, we want to let everyone know about the impactful work you've just volunteered to support.

The ideal candidate would help advance our work in some of the following ways:

- Demonstrate a strong passion for women's empowerment, mentoring, education, and/or international development;
- Bring experience in cultivating and expanding relationships with major donors, financial advisors and institutional funders;
- Help guide and strengthen the sophistication of our fundraising approach;
- Introduce us to new tools and strategies for prospecting research;
- Help us develop strategies and materials focused on planned giving, stock gifts, and donor advised funds;
- Advise and assist in building connections, cultivating contacts, and developing relationships with major donors and institutional funders;
- Work with our Board to help them tap their networks and build on personal relationships to advance fundraising;
- Make recommendations and introductions that put key staff in front of decision makers in a position to elevate our work to a much larger audience (e.g. Skoll Foundation, TED, SXSW, etc.)
- Provide expertise related to crafting effective fundraising materials for untapped audiences;
- Enable our organization to connect with, learn from, and partner with a more diverse donor base;
- Work with staff to design and execute large-scale fundraising campaigns that are implemented online and offline;
- Provide support in building relationships with corporate partners; and
- Bring familiarity with processes related to strategic planning and implementation.

Who We Are (and Who You Are)

- We see ourselves as a working Board. We want creative problem solvers who are willing to roll up their sleeves and work in partnership with staff and Board to do what it takes to advance our work and help more young women access the proven mentoring programs we support.
- We are looking for a Board member who is so proud of the work we do that they are willing to talk about our impact in both professional and social settings, through their LinkedIn and Facebook pages, and anywhere else we might find potential new support – from the grocery store to your next socially distanced company Zoom happy hour.
- You have a proven track record in helping organizations significantly grow their fundraising base in a condensed period of time.
- You do not need to be wealthy to join our Board. We want Board members who are rich with ideas and the commitment and ability to execute them. We want fresh perspectives from every corner of this country, from every walk of life and from every rung on the corporate (or nonprofit) ladder.
- You do not need prior experience to join our Board. We're an organization focused on mentoring; we can teach procedure – but we need you to provide the passion and vision. We know better than anyone that we all need (and can be) a mentor.
- You have professional experience and a passionate perspective to share. You've learned lessons along the way that you're eager to embed into our work and mission.

Why Our Board is Different

If you are passionate about improving the standing of women in society, about girls' education and empowerment, about cultivating confidence and improving health and academic outcomes for the next generation – our Board is the right place for you.

We want to harness your energy, utilize your talents and channel your creativity to help us grow AfricAid in ways we never imagined.

We'll provide you with a peer group of kindred spirits, the opportunity to develop and build your own leadership skills leading a committee or project that will benefit AfricAid in a major way. We'll provide you with the opportunity to build skills and grow your network. And we'll give you the opportunity to be part of something truly transformational.

Board Appointments

Members are elected to the AfricAid Board through an election process, including ratification by a vote of the full Board. Members serve staggered three-year terms, and each member is expected to participate in five Board meetings each year.

Our expectations for Board members include:

- Agreeing to make a personally significant financial contribution to our work each year, placing us in the top three charities to which you give.
- Commit your time and talents to our organization in a meaningful way
- Promoting and otherwise communicating AfricAid's mission and programs within your networks
- Participating in and/or fundraising for at least one AfricAid event per year (e.g., Art and Soul)
- Attaining a good understanding of AfricAid's programs, finances and operations
- Understanding and honoring the policies and procedures that govern AfricAid
- Following AfricAid's Board member policies, including respecting confidential information and conflict of interest disclosure procedures
- Attending 75% of Board meetings
- Participating in 1 (or more) committee(s)

To Apply

Please send your resume and a cover letter explaining your interest in Board membership with AfricAid to Board Secretary and Governance Committee Chair, Michael Eber, at joinus@africaid.org.