

*Never doubt that a small group of thoughtful, committed citizens can change the world: indeed, it's the only thing that ever has.*

—Margaret Mead, Anthropologist

# Career Services

MACOMB COMMUNITY COLLEGE

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## Non-Profits: Work for a Cause

### Fundraiser

Are you a “people person”? Are you good at persuading people to your way of thinking? Are you organized with excellent communication skills? Are you comfortable with public speaking? These are some of the abilities needed to be a successful fundraiser. Read on to find out if it's the career for you!

#### What Do Fundraisers Do?

Fundraisers raise money and awareness for nonprofit organizations, institutions like hospitals, schools, churches, and government agencies. To begin, they must determine how much money is needed for the organization to run properly and meet its goals. Then a strategy, including a business plan and budget, for raising the funds must be created. Fundraising can take the form of simple events like bake sales or garage sales, or much more complex events like formal dinners or marathons, or advertising campaigns through the media. Other fundraising routes include direct-marketing campaigns, in which the organization contacts potential donors directly, and networking with

individuals or corporations to raise money. Some who work in fundraising, research and apply for grants to help meet specific goals. Fundraisers also develop mailing lists, keep track of progress toward goals, and keep records.

Some of the time fundraisers work in an office, planning strategies and directing other workers or volunteers. They must also attend many events, meet with potential donors, make presentations to the community, communicate with the media, and often travel is required.

To be successful in this job, a person must be creative, energetic, and have the ability to motivate others. They must also be courteous and know when and how to approach people when asking for donations.

There are many sizes and types of organizations that hire fundraisers. In large organizations, fundraisers may specialize in just one area of fundraising, while in smaller groups one fundraiser may do it all. A great way to get your foot in the door of an organization is to start out as a volunteer. This will give you both experience and an understanding of the organization and its needs.

The work can be very stressful and frustrating, so it is very important that the fundraiser cares deeply about the cause. The job can also be very rewarding when the goals are met or exceeded!



#### What Type of Education is Required?

A bachelor's degree in communications, public relations, business, marketing, event management, or related area is usually required for fundraising positions. Some schools and professional organizations offer training and certificate programs in fundraising. The United Way of America offers a one-year intern program for college graduates who are interested in making a career with United Way. The National Society of Fund-Raising Executives and other professional fund-raising associations offer a number of professional courses for persons interested in entering this field. No special licensing or certification is required for fund-raisers. However, the National Society of Fund-Raising Executives and other associations offer the Certified Fund-Raising Executive (CFRE) certificate for mid-level fund-raisers and the Advanced Certified Fund-Raising Executive (ACFRE) credential for senior level fundraisers.

#### Career Services

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# Association Manager

Do you have good communication skills and enjoy working with people? Are you organized with the ability to be a leader? Do you work well under stress? If this sounds like you, then you may want to consider a career as an Association Manager.

## What Do Association Managers Do?

Association Managers oversee the operation and delivery of services of all types of associations, most of which are nonprofit. These include social service organizations that provide services to improve peoples' lives, trade associations that represent particular groups of businesses and workers, and professional groups which further the interests of specific professions. They may also run community associations such as homeowners associations.

Association managers job duties vary depending on the size and scope of the organization. In smaller organizations the managers handle all the responsibilities while in larger organiza-

tions there may be more than one manager so responsibilities may be divided.

Association managers hire, train and supervise employees and/or volunteers. They are responsible for creating policies and developing budgets. They plan for which services will be required by researching community needs. They may handle marketing and public relations, including speaking to the media. Most of their time is spent indoors working with people. This can range from interacting with board members, to attending meetings, dealing with many levels of management, observing and evaluating staff or volunteers, and working directly with clients. Being able to work well, both independently and in a team, and communicate effectively is essential.

## What Type of Education is Required?

The education requirements for this career vary depending on the organization. Most organizations require candidates to have at

least a bachelor's degree, but some prefer a master's degree. If you want to work for a social service organization, a degree in some area of human services such as social work or psychology would be helpful. Also, courses in volunteer management and fundraising are a good idea. A degree in a specifi-



## Fundraisers

Continued from page 1

## How Much Do They Make?

According to the U.S. Department of Labor, Bureau of Labor Statistics, the annual salary range for Fundraisers in Michigan is \$37,870–\$119,380. Salaries can vary depending on the size and location of the organization, and the education and experience of the employee.

## What's the Outlook?

The Michigan Department of Energy, Labor and Economic Growth expects the field of Fundraising to grow moderately, increasing by almost 10% in Michigan through 2016, with an average of 200 openings per year. The number of jobs in this field will grow because

fundraising is becoming more important to nonprofit organizations as government funding of nonprofit programs decreases.

## Where Can I Get More Information?

**Association of Fundraising Professionals**  
[www.afpnet.org](http://www.afpnet.org)

**Certified Fund Raising Executive**  
[www.cfre.org](http://www.cfre.org)

**Fundraiser Help**  
[www.fundraiserhelp.com](http://www.fundraiserhelp.com)

**Sources:** [www.careercruising.com](http://www.careercruising.com),  
[www.acinet.org](http://www.acinet.org), <https://actapps.act.org/eDISCOVER/>

cally related area is helpful if you want to work for a professional or trade association. For example a degree in healthcare would be an advantage if you want to work for a nursing association.

In larger organizations where there is more than one manager, a degree in the area you will oversee may be needed. For example if you want to work for a large organization managing the Public Relations Department, you may be required to have at least a bachelor's degree in public relations or a related field.

In smaller organizations, where there is one manager for everything a more generalized degree may be required. Here knowing a little bit about a lot of areas would be to your advantage. Courses in finance, nonprofit management, human resources, marketing and communications would all be helpful.

There are degree programs specifically for those who wish to manage a nonprofit organization. In Michigan you can earn a degree in Non-Profit/Public/Organizational Management at Cleary University, Concordia University, Eastern Michigan University, Spring Arbor University, and University of Michigan-Dearborn.

## How Much Do They Make?

Earnings in this field vary depending on the size and type of the organization. Nonprofit organizations depend on donations, grants and fundraising to generate income, so managers often make less than those employed by private companies. In Michigan, the average incomes for Association Managers range from \$41,920 to \$70,760 annually. Those with a master's degree who work for large, high-profile organizations can earn more than \$200,000 per year. Most managers also receive benefits including healthcare and paid vacation.

## What's the Outlook?

Employment growth is expected to be faster than average through 2018. According to the Michigan Department of Energy, Labor and Economic Growth the outlook for Association Managers in Michigan is expected to increase by 10% through 2018, with an average of 130 openings per year.

## Where Can I Get More Information?

**Association Management Companies Institute**  
[www.acminstitute.org](http://www.acminstitute.org)

**Alliance for Nonprofit Management**  
[www.allianceonline.org](http://www.allianceonline.org)

**Nonprofit Times**  
[www.nptimes.com](http://www.nptimes.com)

**Sources:** [www.careercruising.com](http://www.careercruising.com), [www.acinet.org](http://www.acinet.org),  
<https://actapps.act.org/eDISCOVER/>

# Benefits of Volunteering

Volunteering has a meaningful, positive impact on your community, but did you know that it can have many benefits for you too? Here are some reasons to volunteer:

## Learn or develop a new skill

Volunteering is the perfect vehicle to discover something you are really good at and develop a new skill. As Mahatma Gandhi said, "Live as if you were to die tomorrow. Learn as if you were to live forever." It is never too late to learn new skills and there is no reason you should stop adding to your knowledge just because you are employed or have finished your education. Planning and implementing a major fundraising event can develop goal setting, planning, and budgeting skills. Supervising and training other volunteers helps to develop supervisory and training skills. These are examples of skills that can enhance a career but you don't have to develop skills with the intention of facilitating your career. Painting a mural or making banners for International Volunteer Day – to celebrate the wonderful and priceless work that volunteers do – could gently push you to discover graphics and art talents. Explore your love for music and learn to DJ so you can offer your newfound panache to local youth club discos. The possibilities are many.

## Be part of your community

No man or woman is an island. We sometimes take for granted the community that we live in. People and societies co-depend on each other for survival but growth of such things as commercialism is seeing traditional values being disregarded. Communities are suffering due to the growth of secular societies but at the same time we can really bridge that expanding gap through volunteering. Volunteering is ultimately about helping others and having an impact on peoples' wellbeing. What better way is there to connect with your community and give a little back? As a volunteer, you certainly return to society some of the benefits that society gives you.

## Motivation and sense of achievement

Fundamentally, volunteering is about giving your time, energy and skills freely. Unlike many things in life there is choice involved in volunteering. As a volunteer you have made a decision to help on your own accord, free from pressure from others to act. Volunteers predominantly express a sense of achievement and motivation, and this is ultimately generated from your desire and enthusiasm to help. Sometimes volunteers are regarded as do-gooders and those that hold that view also assume that one person can never make a difference. It may be true that no one per-

son can solve all the world's problems, but what you can do is make that little corner of the world where you live just that little bit better.

## Boost your career options

A survey carried out by Time-Bank through Reed Executive showed that among 200 of the UK's leading businesses

- 73% of employers would recruit a candidate with volunteering experience over one without
- 94% of employers believe that volunteering can add to skills
- 94% of employees who volunteered to learn new skills had benefited either by getting their first job, improving their salary, or being promoted

Also, if you are thinking of a career change then volunteering is a perfect way to explore new fields. If you have a passion for the arts but have career in computing then why not volunteer at your local theatre? Or if your ambitions are to be a doctor why not find out about volunteer opportunities at your local hospital – the ideal way to expand your work portfolio in your field and to gain a real insight into your chosen path.

## New interests and hobbies

Sometimes we do get locked into the "rat-race" of life and volunteering can give that escape to everyday routine and create a balance in our lives. Finding new interests and hobbies through volunteering can be fun, relaxing and energizing. Help run a youth radio station or website for a few hours a week or assist in publishing a charity newsletter. The energy and sense of fulfillment can carry over to a work situation and sometimes helps to relieve tensions and foster new perspectives for old situations. Sometimes a volunteer experience can lead you to something you never even thought about or help you discover a hobby or interest you were unaware of. You can strengthen your personal/professional mission and vision by exploring opportunities and expanding your horizons.

## New experiences

Volunteering is a brilliant way to get life experience. Whether you build a library or mail flyers to raise awareness for a local charity, you will experience the real world through hands-on work. This guide section has established that volunteers can do almost anything and with the new millennium has dawned an era of infi-



nite volunteer opportunities. For example, it is possible to volunteer in developing countries and see the direct impact of your actions on some of the most vulnerable people of the world. You could skydive for charity, a chance to experience the ultimate thrill and raise funds to help the charity continue its work.

## Meeting a diverse range of people

Volunteering brings together a diverse range of people from all backgrounds and walks of life. Both the recipients of your volunteer efforts and your co-workers can be a rich source of inspiration and an excellent way to develop your interpersonal skills. Volunteering also offers an incredible networking opportunity. Not only will you develop lasting personal and professional relationships but it is also a great way to learn about people from all walks of life, different environments, and new industries. Networking is an exciting benefit of volunteering and you can never tell who you will meet or what new information you will learn and what impact this could have on your life.

## Send a signal to your employer, teachers, friends and family

People pay attention to your life outside the environment in which they have direct contact with you. For example, your employer would be interested in the activities that give you a good work-life balance, just as academic institutions are interested in your extra-curricular activities. Volunteering reflects and supports a complete picture of you, and gives real examples of your commitment, dedication and interests. Show people what you are passionate about and maybe you will inspire them too!

## References:

*Ten Professional Development Benefits of Volunteering (Everything I Learned in Life I Learned through Volunteering).*

*Mary V. Merrill, LSW, Merrill Associates*

**Source:** [www.worldvolunteerweb.org](http://www.worldvolunteerweb.org)



# What is a Nonprofit?

According to Joanne Fritz at About.com Guide, the definition of a Nonprofit Organization is "An organization in which no owner, stockholder or trustee shares in profits and losses, and which exists not to earn revenue but to promote a mission that enhances the public welfare".

A nonprofit organization (also spelled nonprofit or not-for profit, and referred to as an NPO) is one who's purpose is to benefit the public. There are different classifications of nonprofits including but not limited to:

- **Charities**—organizations funded by gifts for humanitarian, philanthropic, or other purposes beneficial to the public, example: American Red Cross
- **Foundations**—institutions financed by a donation or legacy to aid research, example: Ford Foundation
- **Social Welfare or Advocacy Organizations**—organizations primarily engaged in promoting a particular cause or working for the realization of a specific social or political goal to benefit a broad or specific population, example: American Civil Liberties Union
- **Professional/Trade Organizations**—establishments primarily engaged in promoting the business interests of their members, example: Chamber of Commerce
- **Religious Organizations**—churches, religious temples, and monasteries, and/or establishments primarily engaged in administering an organized religion or promoting religious activities.

Some of the purposes that these organizations work toward include:

- relieving the poor and underprivileged
- advancing education or science
- constructing or maintaining public buildings or monuments
- eliminating prejudice and discrimination
- promoting and developing the arts
- defending human and civil rights that are secured by law
- preserving or improving the environment

There are many nonprofit organizations to choose from, so start today. Research nonprofit organizations, find a cause, volunteer, get involved, the future is yours!



# Non-Profit Organizations in Metro Detroit

- **ACCESS Community** stands for The Arab Community Center for Economic and Social Services.
- **American Red Cross** in Southeast Michigan offers many community services that contribute to the ease of human suffering, improve the quality of life, and develop individual self-reliance and concern for others.
- **The Ann Arbor Hunger Coalition** aims to provide free nutritious, hot meals in the evenings five days a week to those who do not have means to provide for themselves.
- **Capuchin Soup Kitchen** is a human service organization of caring and loving people inspired by the spirit of St. Francis. They service the poor who lack basic human needs.
- **The Children's Home of Detroit** has a mission to improve the well-being of children and families by providing therapeutic, social, and educational services.
- **Coalition on Temporary Shelter Detroit** provides shelters, meals and an array of services that enable people to pursue economic self-sufficiency and decent affordable housing. They advocate for long-term solutions for the problem of homelessness.
- **The Common Ground Sanctuary** is a 24-hour nonprofit agency dedicated to helping youths, adults and families in crisis.
- **The Corktown Citizens District Council** works to preserve one of the oldest neighborhoods in Detroit. They work with the City government on zoning issues, historic preservation, and other development issues by sending out a newsletter and holding monthly meetings.
- **Covenant House Michigan** provides shelter and services to children and youth who are homeless or at great risk. This is based on faith and the belief that all children and youth have a right to love, respect, and genuine concern.
- **Detroit Meals on Wheels** provides nutritious meals to the homebound elderly during Thanksgiving, Christmas, Easter, and Labor Day holidays, along with some weekend and breakfast meals. The volunteer-based program supplements the Detroit Area Agency on Aging sponsored Meals-At-Home Program which provides daily meals Monday through Friday.
- **Detroit Public Library** As a community partner, the Detroit Public Library strives to make its collections available to the public through online exhibits.
- **Detroit Renaissance** is a private, non-profit organization which brings the business community's leadership and resources together to encourage and facilitate the physical and economic revitalization of Detroit and Southeast Michigan.
- **Focus Hope** is a civil and human rights organization. They use education and training to help end racism, poverty, and injustice.
- **The Food Bank of Oakland County** is a charitable non-profit food acquisition warehouse and distributing center. They collect funds and gather food as well as personal and household items.
- **Forgotten Harvest** is a non-profit organization which has provided hunger relief to the metro Detroit area since August 1990 through a prepared and perishable surplus food program.
- **Gilda's Club Metro Detroit** is a free, non-residential cancer support community in Royal Oak founded by eight committed women whose lives were touched by cancer. They offer support to people living with cancer, started in memory of Gilda Radner—membership is free of charge.
- **Gleaners Food Bank** provides surplus and low cost food and related personal care products to people in need in Southeastern Michigan
- **Historic Trinity Lutheran Church** is a traditional Cathedral Ministry in downtown Detroit serving the metropolitan area, providing an open and caring environment
- **InsideOut Literary Arts Project** promotes learning of the joy, pleasure, and power of reading and writing to children. They place professional writers in schools and communities in order to help students develop their self-expression and give them an opportunity to publish their work.
- **Jack's Place for Autism** is a newly formed non-profit created by parents who have had first hand experience with the difficulty of finding resources and information on Autism.
- **The Jewish Community Center Detroit** provides for people of all ages a place to socialize, participate in sports and recreation, receive a quality Jewish education, and attend a variety of cultural events.
- **Mexicantown Community Development Corporation** specializes in advancing economic development in the Hispanic community of Southwest Detroit. They also help create skilled positions for residents of the neighborhood and provide opportunities of small business development by local entrepreneurs.
- **Mission of Peace** a HUD Approved National Housing Counseling Intermediary, is a faith based non-profit that provides homeownership counseling to individuals and families.
- **Mothers & More** is an organization that supports mothers in any season and any employment situation through daytime activities for moms with kids, without kids and evening activities just for mom.
- **Motown Historical Museum** mission is to preserve the legacy of Motown Record Corporation and to educate and motivate people, especially youth, through exhibitions and programs that promote the values of vision, creativity and entrepreneurship.
- **New Hope Community Development Non-Profit Housing Corporation** has goals to stabilize and promote a vital community for existing homeowners and to provide adequate, affordable housing for qualified individuals and families who are committed to help continue the tradition of responsible home ownership in the neighborhood.
- **Operation ABLE** has a mission to provided market responsive programs to meet the employment needs of mature individuals along their career paths.
- **The Parade Company** is a non-profit that funds, organizes, and coordinates the best family events in metro Detroit including America's Thanksgiving Parade.
- **Scarab Club** is one of Michigan's finest venues for art, music and literature
- **Second Chance At Life** is determined to provide financial assistance to transplant patients who are waiting for, receiving, or recovering from a transplant.
- **SOS Community Service** responds with care and respect to families in need by working in partnerships that result in economic, family, and residential stability.
- **The Suite Dreams Project** is a non-profit organization program of the General Sports Foundation. They bring comfort and joy to children affected by serious medical conditions by creating healing environments in their homes, hospitals, and communities in order to improve quality of life and recovery speed.

# COMMUNITY CENTER

## How to Find the Nonprofit Job of Your Dreams

By Joanne Fritz, *About.com Guide*

Nonprofit jobs are gaining in popularity. The nonprofit world is attracting more people, including new grads, career changers, and newly retired baby boomers who are considering capstone careers serving causes they believe in. If you are among those considering a nonprofit job, here are a few tips to help you in your job search.

### 1. Find your nonprofit job among the causes you are most passionate about.

You will be a much more desirable nonprofit job candidate if you speak passionately about your desire to work on a particular nonprofit cause. You are also likely to know more about an area if you have been following it for some time. So what do you care about most? Health care? The environment? Immigration? Poverty?

### 2. Look for your nonprofit job at organizations that share your commitment.

Start your nonprofit job search with your own city or town. There are likely to be several grass roots organizations locally even if you live in a small or medium-sized city. In larger cities, you will find many local chapters of national nonprofits. If you are in the mood to move, take your nonprofit job search nationwide. Check out online nonprofit job listings and subscribe to key publications. Most organizations now list their nonprofit job openings right on their websites, so bookmark your favorite ones and check in regularly.

### 3. Find your nonprofit job by doing informational interviews.

Most people who are working in nonprofits are quite willing to grant an informational interview to people who are looking for nonprofit jobs. Use your current contacts to locate appropriate individuals. In an informational interview there is no pressure. You are seeking information...you are really doing the interviewing. However, it is not unusual for these interviews to actually lead to job offers. It is a great way to make some good contacts. Prepare ten questions before the interview and be sure to send a thank you note within 24 hours.

### 4. Find your nonprofit job by volunteering for your favorite nonprofit.

Volunteering is an excellent way to try out an organization. You can tell a lot by volunteering, such as how organized the group is, how seriously it takes training, and what the level of resources is. The contacts you make will be valuable later in your job search. You may even have the inside track when it comes to knowing about openings. Many volunteers have become paid staff.

### 5. Find your nonprofit job through a nonprofit internship or co-op.

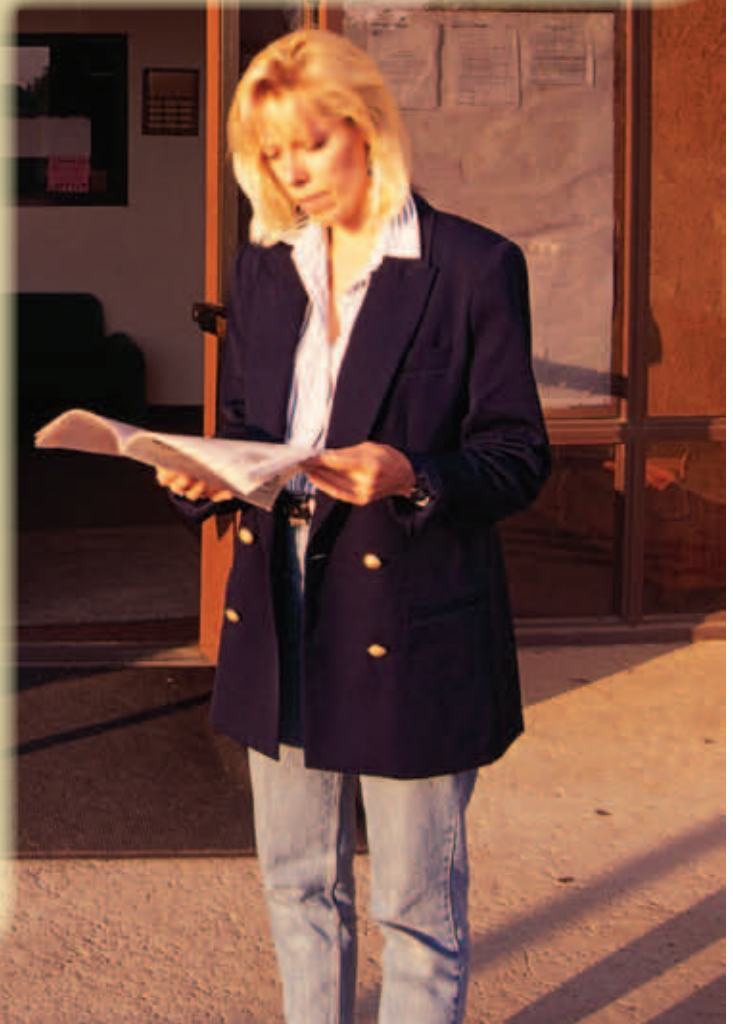
If you are still in school, create your own internship by contacting nonprofits and offering your services. Your college or university may be able to place you in a nonprofit through its own channels. Many nonprofits advertise their internship opportunities on their websites and in special interest publications and you may be able to find them listed on the many nonprofit job search sites. This is a great way to get the inside track to a nonprofit job.

### 6. Find your nonprofit job through online social networking.

Twitter, Facebook, and LinkedIn are examples of the social media you can use to search for nonprofit jobs. It is the same as looking for any job using these methods, except that you will look for nonprofit organizations and people connected with nonprofits. Most nonprofits now have a presence on Facebook and MySpace, and it is easy to search on keywords such as "nonprofit" on all the social networking spaces. Follow some of the good nonprofit job sites such as Opportunity Knocks, Idealist and Jobs for Change.

### 7. To find your nonprofit job, cast your net broadly.

There are nonprofit jobs in just about any field you can think of. Consider higher education where they not only need teachers but also people with a broad array of skills. Think about health care where the need for services for aging Americans is nearing crisis proportions. Take a look at museums—the American public is visiting them in record numbers. Many nonprofit jobs exist in social assistance agencies. More nonprofit causes are identified each year and organizations to serve them are created at a rapid rate.



# What Nonprofit Employers Are Looking for in Resumes Today

Courtesy Bridgestar

Looking for a job in a down economy is tough, but seeking a nonprofit position presents unique challenges. Some job seekers use a downturn as a time of self-reflection and discover that pursuing a transition to the nonprofit world might be right for them. At the same time, while many nonprofits are seeing an increase in demand for services, they are also tightening their belts to weather the uncertain economy.

To get a better understanding of what nonprofits are looking for in candidates' resumes today, we talked with Karen DeMay, a senior director on the Bridgespan Group's executive search team who has worked closely with dozens of nonprofits.

## In this economy, is the nonprofit sector hiring?

**Karen DeMay:** Yes, hiring continues. We're seeing a lot of finance and development opportunities because of the heightened focus on cash flow and budgets, but also positions for executive directors and some for program people. Hiring has not stopped—the work still has to get done. In those unfortunate cases where organizations really have to look at all of their people and perhaps let the lowest performers go, they may have capacity to bring on more bench strength.

We've seen hiring freezes. For example, some organizations say, 'OK, we're freezing hiring for six months.' But they then realize they really do need to bring people on board, so they resume their recruiting. So, I guess the message to the job seeker is: An organization may say it has a hiring freeze, but don't necessarily write it off for six months. There might be an opportunity sooner than you think.

## How competitive is the job market now compared to a year ago?

**KD:** There's more competition, particularly in finance and development, and for the executive director and chief executive officer roles. Not only are there more people looking for jobs, but the challenges that senior managers will need to tackle in this economic environment are more complicated. This makes finding the right candidate even more critical for a nonprofit and increases demands on candidates to demonstrate their management expertise in the application and interview process.

## How can job seekers make themselves stand out?

**KD:** All of the things that make a senior manager successful in a nonprofit—being able to manage through influence; being able to work with a variety of disparate stakeholders; managing with minimal resources; and the ability to work in a consensus-driven environment—all of those things become even more important in this environment because of the pressure and uncertainty that nonprofits are facing.

You need to go back to basics and be really clear about what you bring to the organization, your strengths and your achievements. Be clear about metrics around those achievements—that really helps you get noticed. For example, if you oversaw a cost-cutting program, give the details of what you did and how much it saved the organization. You also need to recognize that organizations conducting searches have to look at many more applicants, so the labor involved in their searches is much higher, and you should focus on distinguishing yourself in your job search. Look at those jobs where you have a compelling interest in the mission of the organization, where your background really meets the needs of the job, and where you know you can serve the organization and its mission.

## What really jumps off the resume for nonprofit employers during a recession?

**KD:** If you're a bridger (someone making the transition from for-profit to nonprofit work), you certainly want to highlight any nonprofit board experience you have, making clear if it was volunteer experience. If you've been on a fundraising committee of a board, that would be important to highlight. Executive directors and CEOs are thinking about their cash flow and their revenue projections. Demonstrating that you have capability around fundraising will get you noticed.

Another skill to highlight is the ability to reduce costs. If you come in from another organization where you were tasked with tightening a budget, saying that very clearly will get you noticed. If you have had the experience of reorganizing staff, reorganizing processes, or reorganizing programs or any type of reorganizing with an eye toward cost-cutting, you should point that out, too.

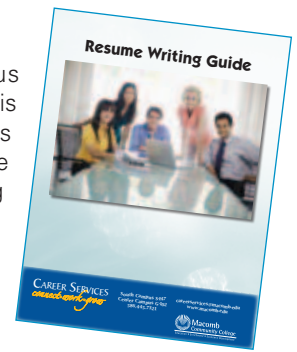
An ability to focus on core programs is another skill leaders will notice. They're going to be looking at 'What is central and core to our mission and what are the extra things we are doing?' Past experience in tightening an organization, from finding out the cost of human resources programs to budgeting... all of those things should be highlighted.

Another thing to underscore in your experience is if you had situations where an environment changed quickly and you've been able to respond to an unusual market force by successfully moving in a different direction. Show an example where you have demonstrated nimbleness. Given the uncertainty of the economic environment, some organizations may be looking for a person who has more of a risk tolerance at this point—someone who is accustomed to working in an ambiguous situation and even embraces ambiguity and challenge. If you have been in an entrepreneurial environment previously and have been successful—whether it's a for-profit or a nonprofit—you should point that out. The experience could be a start-up or starting a new program within an organization.

We're [also] seeing a lack of interest in relocating because of the poor housing market. If you can relocate, then that could work to your advantage. You would have to meet the requirements of the job, but if you can relocate, you may have an edge.

## Do you think the current nonprofit job market is even more challenging for bridgers?

**KD:** I think [in-sector experience] makes a difference, particularly on the finance side because of the reporting involved and with grants. There's always scrutiny about reporting to foundations, the government and corporations. Chief financial officer experience in a nonprofit setting could be critical, coupled with great performance at a past organization. On the other hand, there might be some valuable experience that bridgers offer in terms of cost-cutting and rigorous operational procedures, and strategies focusing on the core operations and reengineering of process. They can add a lot of value to organizations.



<http://www.bridgestar.org/Library/NonprofitEmployersLooking.aspx>

# WORD SEARCH

## Nonprofit

Y	M	E	N	D	W	G	Q	Y	T	C	B	Y	B	P	A	E	J	S	X
G	C	E	L	H	O	P	F	I	P	M	S	O	X	U	M	F	Q	D	E
Z	J	A	S	B	R	N	F	M	Y	X	A	I	X	B	O	Q	S	V	D
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Z	J	B	R	S	T	N	A	R	G	M	B	N	R	I	R	E	N	F	D
L	G	S	Q	P	I	O	W	W	D	N	P	F	J	C	D	N	G	E	N
H	D	J	M	I	S	S	I	O	N	S	T	A	T	E	M	E	N	T	U
R	N	D	N	U	F	L	A	U	N	N	A	C	I	P	R	F	E	C	F
X	V	K	J	G	O	C	W	H	Y	V	I	J	I	G	Y	I	M	P	X
H	S	M	C	O	O	O	C	T	L	U	B	I	L	V	N	T	U	O	P
N	H	Y	Y	J	F	P	E	O	P	K	C	L	J	F	I	K	R	H	S
F	I	I	U	S	E	N	H	V	C	U	I	F	V	D	T	C	S	C	A
E	K	M	C	V	K	W	V	B	M	T	F	F	H	O	C	U	I	O	E
P	U	O	G	N	Z	H	J	V	O	L	U	N	T	E	E	R	G	S	V

- ANNUAL FUND
- BENEFIT
- BOARD MEMBERS
- CAPITAL CAMPAIGN
- CHARITABLE
- CIVIC
- DONATION
- EVENTS
- FUNDRAISER
- GRANTS
- MISSION STATEMENT
- NONPROFIT
- NPO
- PUBLIC SERVICE
- VOLUNTEER

### Career Services offers:

- Online career research
- Career books, magazines, and multimedia resources
- College information and catalogs
- Annual job fair
- Current job listings posted daily by tri-county employers on the MacombCareerLink job database
- Resume and cover letter assistance
- Interview preparation

Visit us on the web! [www.macomb.edu](http://www.macomb.edu)  
[facebook.com/careerservicesatmacomb](https://www.facebook.com/careerservicesatmacomb) • [twitter.com/careersvcmacomb](https://twitter.com/careersvcmacomb)  
 Search for Macomb Community College Career Services on [LinkedIn.com](https://www.linkedin.com) to add us to your network.  
**South Campus, S 147 • Center Campus, G 102**  
 Phone: **586.445.7321** • Email: [careerservices@macomb.edu](mailto:careerservices@macomb.edu)

### Counseling & Academic Advising Services offers:

- Career testing and exploration
- Career decision making assistance
- Academic advising
- Transfer information
- Resource referral
- College success consultations

**South Campus, H 316 • 586.445.7211**  
**Center Campus, G 132 • 586.286.2228**  
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The Summer 2011 edition of the Career Services News was compiled and edited by Liz Gawel, Tony Sakich and Linda Stowe.

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