



## President's Column

Dear WID Colleagues:

Change is in the air—leaves are falling, kids are back in school and the headhunters are calling again! All of which has me thinking about when and why people change jobs and whether there are alternatives that might prove more advantageous for both the organization and the individual.

From the organization's perspective, the effort to replace an effective development professional can involve a timely and costly search process; an increase in the compensation package; a learning curve for the new person; and the disruption of the personal relationships with donors that are the backbone of development work. So, in many ways, it is in the organization's best interests to keep the successful fundraiser.

If you are thinking of leaving your present position, you're facing different issues. Although you may be very happy in your current situation, change itself can be an enticement. New challenges, new people and new surroundings are refreshing and stimulating. More money and perhaps a different and more impressive job title also are considerable lures.

My belief is that you can have the best of both worlds—secure all the advantages of change while staying put at a job you enjoy. Many people never give their current employer an opportunity to make a counter-offer. Rather than walk in and announce that, with sincere regret, you are leaving for a better position, imagine meeting with your boss and saying something like this:

"I want to tell you that I've been approached about a really interesting position. They're offering more money/a shorter work week/a better title/etc., but I really love it here, and I'm wondering if there's a way we can work together so that I can stay."

Remember, your boss doesn't want you to leave. S/he doesn't want to conduct a search, train a new person, find someone who's a good fit, explain to the Board if the person doesn't work out, and so on. So it is indeed something for your boss and you to collaborate on—how to make it worth your while to stay.

If you've been wanting a four-day work week, now's your chance. If you've been interested in a major pay increase . . . the opportunity to have a new project in your portfolio . . . yes, now's your chance. The worst that can happen is that it won't work out. The best result is that you and your boss will engage in a creative and productive process that leaves each of you believing that you have gained a great deal. And you'll both be correct.

Good luck!

Sincerely,

Barbara I. Leshinsky, President



### "Building a Building— Building a Community"

FEATURING

**Debby Hirshman**

*Executive Director*

THE JEWISH COMMUNITY CENTER IN MANHATTAN

Monday, November 3, 2003

12:00 to 2:00 p.m.

The Harvard Club

27 West 44th Street

*Members: \$40 in advance/\$65 at the door  
Non-Members: \$50 in advance/\$65 at the door  
Cancellations not accepted after  
Wednesday, September 24, 2003*

**A** caring, extraordinary and accomplished leader, Debby Hirshman builds community. Committed to living Judaism's highest values—and inspiring those around her to do the same—Debby's vision, talent and hard work have been the driving force of the Jewish Community Center in Manhattan, which she has served as Executive Director since its founding in 1990.

The finest example of her skills was unveiled on January 2, 2002, when the Samuel Priest Rose Building, the headquarters for the JCC in Manhattan, was opened at 76th Street and Amsterdam Avenue. Under Ms. Hirshman's guidance, this facility was conceived, planned and built to meet the specifications of its members, and thus serves as a prime example of a truly integrated community project which serves the needs of all ages.

Located in the heart of one of the nation's densest and most active Jewish

neighborhoods, the new building offers a state-of-the-art gymnasium and swimming pool as well as a diverse array of programs, from a gay and lesbian teen lounge to online Talmud classes. Today, with 13,000 members participating in more than 700 programs in the new 11-story, 137,000-square-foot building, the JCC appears to be well on its way to becoming the 92nd Street Y of the Upper West Side. Although the success of this building campaign can be shared by all who participated, it was the dedication and leadership of Debby Hirshman that brought it to fruition.

Ms. Hirshman graduated from Barnard College, received a Masters of Education from Harvard University in Organizational Planning and Development, and studied Non-Profit Management at the Columbia University School of Business. She is the mother of Elisheva, a senior at Dartmouth College.

## *Important Notice*

Please note **change of venue for this luncheon only**. Due to a scheduling conflict, the November Women in Development, New York luncheon will be held at The Harvard Club at 27 West 44th Street. All luncheons for the remainder of the season will be back at The Princeton Club. We apologize for this inconvenience and thank you for your understanding.

# Getting the Most out of your WID Membership

Tell me if this sounds familiar: It's 12:17 pm on the first Monday of the month, and you've just sent off that last important email of the morning. You grab your bag and prepare to dash off to the Princeton Club for what you're sure will be another stimulating WID luncheon. You've been looking forward to hearing this speaker since the last newsletter arrived. You've also arranged to meet up with a couple friends you haven't seen in awhile, and you're vaguely hoping that one of them might know of someone to fill an open position in your development office.

But then, with a foreboding sense of dread, you hear the sound your computer makes to announce the arrival of a new message. Unable to force yourself away without at least looking to see who it's from, you pause to glance at your screen and—exhale glumly. It's the Chair of your Development Committee. She's about to meet a colleague who "just might be interested" in funding that new project, and needs some updated facts and figures, stat. You drop your bag and pull up your chair. Well, you think, maybe I can make it next month.

Lest you forget that there's more to Women in Development than the monthly luncheons and that missing a luncheon does not have to mean missing out on WID, we thought we'd take this opportunity to remind you of all the wonderful things WID offers and how you can get the most out of your membership.

**Career Coaching**—Whether you're a seasoned professional looking to help a younger colleague or someone at that point in your career when you could benefit from some sage advice, WID's Career Coaching program could be just the ticket. One-on-one meetings between Coach and Coachee can be arranged to occur at a luncheon or another mutually convenient time and place. Follow-up by phone is also available. To learn more about this program or to sign up as a Coach or a Coachee, please visit our web site ([www.widny.org](http://www.widny.org)).

**Jobs Bank**—Are you looking for a job, or looking to hire? WID's Jobs Bank, updated each month and available to members on the web site (as well as by mail), advertises a range of fund-raising opportunities throughout the tri-state area. Moreover, by listing an opening with WID, you can be sure to reach an audience of likeminded individuals—other WID members! To access the Jobs Bank or post a position, visit our web site.

**Networking**—Let's face it, no one networks like us development people, and there is no better place for networking than with other women in development! Of course the monthly luncheons are ideal networking opportunities, but there are others as well. Throughout the year, WID offers events designed to bring our members together for a social gathering or to address specific career-oriented topics in a roundtable setting. The most recent event was our Fall Cocktail Reception in September, generously underwritten by the New York University Center for Philanthropy and Fundraising. Watch our newsletter and the web site for upcoming events.

**Get Involved**—If you have a little extra time and are interested in getting more involved with WID, there are many ways in which you can help. Committees of WID members plan the monthly luncheons, coordinate the membership mailings, create sponsorship opportunities and solicit potential sponsors, update the web site, manage the Jobs Bank and write and edit the newsletter. Volunteering your time to work with WID can be rewarding, both personally and professionally. If you'd like to get involved, please contact the WID office by phone (212-265-7650) or email ([www.widny.org](mailto:www.widny.org)).



Women in Development  
New York

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## Job Changes and Promotions

Have you recently changed jobs, or received a promotion? If so, we are eager to recognize you in the Moving On and Up column that appears periodically in this newsletter. So that we may give you the public congratulations that you deserve, please email your new job title and employer name to the WID office at [widny@widny.org](mailto:widny@widny.org).

## And Don't Forget . . .

The December Women in Development, New York luncheon will take place on Monday, December 8, 2003 at The Princeton Club. Naomi Levine, Chair & Executive Director of the NYU Center for Philanthropy and Fundraising will speak about Ethics in Fundraising. Please join us!